



THE SOURCE

Susie Kohlhof and Ken Duncan Were April Job Well Done Recipients

By NRC's Employee Recognition Committee

Congratulations to Susie Kohlhof, Human Services Treatment Specialist, and Ken Duncan, Mental Health Security Specialist, for being selected as the April 2013 "Job Well Done" recipients.

Susie Kohlhof has been employed at NRC since



June 1985. Her co-workers stated that she deserves this award because she maintains the treatment team planning and level scoring sched-

ules for both the Mainstream and Skill Building programs. She adds "happy" ☺ icons to the schedule to brighten everyone's day. During the last month she volunteered to help cover the 3-West unit so nursing staff could complete timely room searches.

Thank you, Susie, for all you do!

Ken Duncan has been employed at NRC since April 2008. His co-workers stated that he deserves this award because he always comes to work with a smile on his face and a spring in his step. He de-escalates patients with calm problem-solving communication. He works well with a long-term chronic patient to help



him improve his behaviors over time. Ken is reliable and uses very little sick time. He also does an excellent job as "Santa Claus" for our hospital, as well as local communities. Ken serves on the Employees Association, Employee Recognition Committee and the Nebraska Behavioral Health Emergency Response Team.

Thank you, Ken, for all you do!

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Nebraska Sex Offender Treatment Program

Mission: Providing Sex Offender treatment to prepare for community reintegration while maintaining public safety.

Vision: Helping people rebuild their lives with no more victims.

Cheryl Nielsen and Kandi Lange Are May 2013 Job Well Done Recipients

By NRC's Employee Recognition Committee

Congratulations to Cheryl Nielsen, RN, and Kandi Lange, acting Activities Supervisor, for being selected as the May 2013 "Job Well Done" recipients.



Cheryl Nielsen has been employed at NRC since March 2008. Her co-workers stated that she deserves this award because she was recently involved in de-escalating a patient who was standing at the nursing service door threatening staff. She remained calm and cool throughout as she continually reassured the patient that his rights and pro-

tection were as important as staffs' and she intended to do her job, which was to protect all parties. She defused the situation in about fifteen minutes. Cheryl does this as part of her job on a fairly regular basis, just as she considers being an RN on more than one unit and serving as covering RN or med nurse on a unit as a part of "doing her job."

Thank you, Cheryl, for all you do!

Kandi Lange has been employed at NRC since April 1982. Her co-workers stated that she deserves this award because she always goes above and beyond the call of duty. While she is busy as the acting Activities Supervisor, she also does the OT Activity Assistant job for 3-West. Co-workers state Kandi is a very good supervisor, and they feel they can talk to her at any time. She has patience to oversee the kitchen while allowing the patients to

cook. She listens to the patients' needs and tries to help them. Kandi has also been working extra time to assist the new beautician/barber in catching up on patient haircuts.

Thank you, Kandi, for all you do!



Please Welcome New Employees



William "Butch" Johnson
Registered Nurse



Keriane Gustman
Licensed Practical Nurse



Stephanie Bright
Mental Health Security
Specialist II



Nathaniel Carstens
Mental Health Security
Specialist II

A man's country is not a certain area of land, of mountains, rivers, and woods, but it is a principle, and patriotism is loyalty to that principle.

- George William Curtis



What's Cooking at NRC

PICKLED FISH



The first step in producing safe, home-pickled fish is to kill the larvae of the broad fish tapeworm, a parasite that can infect humans.

There are two schools of thought on how to destroy the tapeworm. With the first, simmer fish in pickling brine to 140° F. This does not affect the flavor or the texture of pickled fish. Or, if you are pickling raw fish, freeze it at 0° F for 48 hours prior to brining. Either method kills the parasite.

When pickling fish, select only fresh, high-quality fish. Use 5% white vinegar; avoid hard water, as it causes off-color and flavors; and use canning or pickling salt along with fresh, whole spices.

1. Soak fish in a weak brine of 1 cup of pickling salt to 1 gallon water for one hour. Drain.
2. Soak fish in a heavy brine of 2 $\frac{1}{2}$ cups of salt to 1 gallon of water for 12 hours in the refrigerator. Use only glass, enamel or food-grade plastic container for brining.
3. Rinse the fish in cold water. Cut into serving-size pieces.
4. Combine the following ingredients in a large kettle: $\frac{1}{4}$ oz. bay leaves, 2 T. allspice, 2 T. mustard seed, 1 T. whole cloves, 1 T. pepper, 1-2 T. hot, ground dried pepper, $\frac{1}{2}$ lb. sliced onion, 2 qt. distilled vinegar and 5 cups water. This makes enough brine for 10 pounds of fish.
5. Bring to a boil; add fish, and simmer for 10 minutes until fish is easily pierced with a fork. Do not overcook.
6. Remove fish from liquid and place in single layer in shallow pan and refrigerate.
7. Pack cold fish in clean glass jars. Add fresh onion slices, lemon and bay leaves if desired.
8. Strain the vinegar solution, bring to a boil, and pour into jars to cover fish. Seal immediately.

Pickled fish must be stored in the refrigerator and used within 6 weeks.

(Submitted by John Kroll, and he challenges Dr. Stephen O'Neill to submit a recipe for the next issue of *The Source*.)

Meeting of the Minds — Emergenetics

Submitted by TyLynne Bauer, Facility Operating Officer



Thank you all for attending March and April's Meeting of the Minds-Emergenetics workshops. I hope you had the opportunity to gain insights into your thinking and behavioral style and also gained tools that will be helpful in amplifying your results. In addition, I believe we gained new tools and skills that will enhance our team's performance as well.

Currently I am working with Dr. Mary Case to develop our WE Team (Whole Emergenetics) Profiles which I will get to your supervisor as soon as they are completed. If you would like the Emergenetics Badge, please leave your profile in the plastic either on my or Marg's desk and I will get them made and back to you or place them in your mailbox.

Some tips to keep Emergenetics in our forefronts include posting your Emergenetics profile in your work area (or other area your team members agreed upon) as a reminder to you and others of your preference set. I have mine posted! Ensure you review the class handout materials - even if you have just 5 to 10 minutes! Your brain needs reinforcement to knit new neural pathways.

I am working on a follow-up plan to further amplify the results of our workshops. You'll hear more from me on this in the future. If you have ideas on how to use Emergenetics effectively within our team, please let me know. Remember I am third-third flexible!

Thank you,
TyLynne Bauer

Homemade Sidewalk Chalk

Submitted by Marilyn Stromberg, DHHS Scheduling Coordinator

Using two muffin tins, take 1 1/2 cups cornstarch and 1 1/2 cups water. Mix it up and divide it into the 12 muffin cups. Add 2 to 3 drops of food

coloring of your choice into each cup and stir. Let it harden, then pop it out of the tins and let the kids go crazy!!



NRC Walkers Again Rack Up Impressive Mileage

Submitted by Joyce Hoferer, Human Resources Assistant

NRC staff members accomplished some impressive "mile"-stones from April 1, 2012, through March 31, 2013. Congratulations go out to all NRC participants in the Walk This Way program!!



3 Million Steps - Dr. Jean Laing & Steve Johnson

4 Million Steps - Julie Beutler



2 Million Steps - Patty True

1 Million Steps - Hollie Frye & Joyce Hoferer



700,000 Steps or More

Back row: Julie Beutler, Ben Kohlhof, Steve Johnson, Jay Curran, Lori Rector, Joyce Hoferer & Jeanette Hoffmann

Front row: Hollie Frye, Reggie Potter, Patty True & Jean Laing



(And Another) 700,000 Steps or More

Eric Derby

All photos this page courtesy of Joyce Hoferer

Employees Association's April Fool's Day Challenge

Submitted by Brandy Boschult, MHSS II & Employees Association member

Guess the April Fools.....

Directions: Below are two statements about members of your NRC Employees Association. Your job is to try to figure out which statement is true and which is an April Fools. The top 3 employees who identify the most correct answers will receive prizes! Game sheets have to be turned in to an EA member by Friday, April 5th at noon to be eligible for prizes. Have fun playing!

Larry Sohler

Brings his lunch to work in a Bath and Body Handbag frequently. True

His favorite college football team is Michigan State. False

Brandy Boschult

This person's first car was a blue Ford Mustang with a big dent in the passenger side door (that got there from my sister). False

This person is the only female in a household with 6 males (this includes humans and pets)! True

Michelle Clark

This person was in a talent show when she was young for singing and dancing. False

This person was the arm wrestling champion between the girls and the boys in their grade school. True

Sharon Jaeger

So far in my lifetime I have moved over 22 times. True

I like sitting at home watching Spike TV and having a beer. False

Cheryl Heimann

This person plays several musical instruments including guitar, piano, horns, and drums. False

This person has seen Jimmy Buffett in concert 10 plus times and is a dedicated Parrothead. True

Brian Planer

I received a daytime award for my portrayal of a nurse on the now-defunct daytime drama "All My Children". True

I am the oldest of the eight children in my family. False

Tracy Daake

I eat ketchup on my cottage cheese. True

Competed in Dirt Bike races when I was younger. False

Lori Rector

I enjoy hunting. False

I hate coffee of any kind. True

Doug Moats

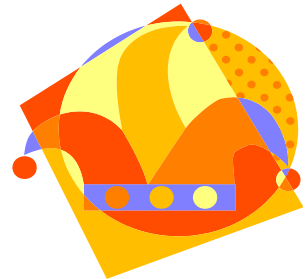
I worked in Security and Operations for the 9th Signed Battalion. True

I played an extra in the play "MASH" in high school. False

Sarah Fechner

I was a bull rider and bronco rider in my younger years. False

I've had lunch with Oprah and Phil McGraw. True



Rick Kluender was the winner of the April Fools Challenge, with 9 correct answers! Eric Derby and Tracy Cullin-Culligan tied for 2nd place with 8 correct answers. Rick won a gift certificate, and Eric and Tracy won the Employees Association parking spaces for May.

Thanks to all employees who participated in the challenge!

The Bulletin Board



Thank you all for sending the beautiful floral arrangement. I appreciate your kind support and beautiful symbol of remembrance for my mom. Mom always had the fondest of memories of her years working at the Norfolk Regional Center. She once told me after retirement that there was never a day she could remember where she didn't want to go to work there.

Special thanks to everyone who had the opportunity to attend Mom's wake and/or funeral. Our family really appreciated your support.

I would also like to thank everyone who has stopped to offer their condolences and kind words and memories, etc. about Mom. I truly believe she positively affected many people to whom she came in contact.

Sincerely,
Larry Sohler

No words can begin to express how grateful we are for all the thoughts, prayers, cards, gifts and memorials during the loss of my father, Leonard Pribil. Norfolk Regional Center is so much more than just a place of employment. It is comprised of many caring, supportive and compassionate individuals that have made this difficult time more bearable! Thanks so much to all of you.

Sandy Bogue & family

To SO Council, Maintenance Dept., Social Work Dept., HIM Dept., Terri B., Marilyn S., Kathy H., Sarah F., Juleen B., Marg H., Kandi L., Sue J., and Jim M. —

Thank you so much for the basket of goodies and Visa gift card that we received during Maddie's Sioux Falls & Minneapolis hospitalization! Our family appreciates your thoughtfulness and generosity! The snacks were great to have on hand and the Visa was very helpful with expenses!

It is tough watching your child go through such an ordeal and even harder knowing you may not bring her home! It was the prayers and support from you

all that kept us going! We thank God every day that we are here to tell of her story. Today she is all smiles and pretty much back to her old self again! Although she goes through a lot everyday, she always has smiles and so much love to share!

Again, thank you each for this gift and the gift of your prayers and ongoing support!

May God Bless,
The Bauers — Michael,
TyLynne & Maddie

Thank you to all the people who sent cards, flowers, and kept us in their prayers. All was greatly appreciated.

Neil & Nyla Heese

I want to thank the wonderful people here at NRC for all the cards, memorials, food and kind words expressed during the loss of my mother and the illness of my husband. Thanks to administration for all your help and understanding while we were going through this difficult time.

So glad I work with such a great bunch of people.

Rose Prather & family

Biggest Loser Challenge Results

Submitted by TiAnne Morse, Quality Assurance Coordinator



January 11, 2013, 38 men and women signed up for the Biggest Loser Challenge. There were three categories assigned: Men, Women, and Teams. Many incentives and prizes were awarded weekly during

and Team categories. Whether working alone or as a team, NRC participants were able to drop a total of 194.7 pounds, making NRC a whole FTE lighter! In the picture are some of this year's Biggest Loser participants.

NRC is now gearing up for a 30-day "Survival of the Fittest" challenge to see who can lose the most weight in 30 days. A cash prize will be awarded to the top loser.

Getting fit and healthy in 2013 is the ultimate goal NRC Spark Plugs wish for NRC staff. On this 12-week journey, with a cash prize awarded to the biggest loser in the Men, Women,

"Casual for a Cause"

Submitted by TiAnne Morse, Quality Assurance Coordinator

NRC participated in "Casual for a Cause" during the month of April. NRC employees were allowed to wear jeans each Monday they contributed \$2.00. All funds were donated to Bright Horizons, a local organization that helps survivors of domestic violence and sexual assault. NRC was able to donate \$465.00, and a huge "THANK YOU" goes out to all those who donated to wear jeans for a great cause.



Employees Leaving NRC

April 5, 2013

Joshua Dinesen, MHSS II — Guard

April 24, 2013

Shannon Bulau, MHSS II

May 8, 2013

Nicole Hamersma, MHSS II

May 10, 2013

Terry Beltz, Supply Worker I

May 24, 2013

Ellen Weed, Activity Assistant

Cheryl Nielsen is Finalist for 2013 Nurses' Choice Awards

Submitted by John Kroll, Director of Nursing

Cheryl Nielsen, RN at NRC, was chosen as one of 27 finalists in the 2013 Nurses' Choice Awards. Way to go, Cheryl!!

ANN ARBOR, MI -- (Marketwired - May 6, 2013) - Tangent Medical (www.tangentmedical.com), an innovator in IV therapy products and creator of the NovaCath™ Integrated IV Catheter System, today announced the finalists of the 2013 Nurses' Choice Awards. The Nurses' Choice Awards were created to honor nurses during National Nurses Week and to recognize those clinicians who demonstrate excellence in improving patient comfort, satisfaction, safety and the overall quality of patient care. Every nurse considered for this award was nominated by a nursing professional in hospitals and practices across the U.S and Canada.

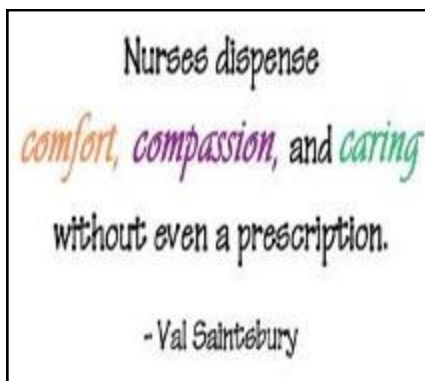
Among the 27 national finalists, five winners will be named this week for their overall excellence in nursing. Each day during National Nurses Week, you can read about one of the five recipients of the 2013 Nurses' Choice Awards at

www.tangentmedical.com/blog.

"We created this program to raise attention and give recognition for the unsung heroes of hospitals and healthcare facilities who dedicate themselves to patient care and healing on a daily basis," said Jeff Williams, Tangent Medical CEO. "In the area of IV therapy, a lot is asked of nurses in terms of ensuring patient safety, comfort, satisfaction and setting patients up for a positive outcome. And that is just one aspect of the job. The Nurses' Choice Awards recognize the many nurses across the country who go above and beyond for their patients everyday."

"The nursing profession offers a rich environment full of opportunity for dedicated people with varied interests, strengths and passion," said Curtis Bloch, Tangent Medical Vice President of Sales & Marketing. "What makes this award special is that all nurses must be nominated by their

peers. Nominated nurses specialized in a variety of areas including infusion therapy, surgery, oncology, pediatrics, orthopedics and critical care to name a few. We are excited to open new opportunities to recognize and engage clinicians, especially as we concentrate on commercializing the NovaCath, which will elevate the nurses' ability to provide excellence in patient care."



Nurses dispense
comfort, compassion, and caring
without even a prescription.
- Val Saintebury

About Tangent Medical
Tangent Medical is focused on the development and commercialization of IV therapy products. Founded in 2009, the company's patented NovaCath™ Inte-

grated IV Catheter System is the only safety IV catheter to cost-effectively integrate advanced catheter stabilization, passive needle encapsulation, tubing management and blood control. Based on extensive clinical research into the needs of both healthcare workers and patients, this next-generation system is designed to establish a new standard in catheter design, functionality and performance. For more information, visit www.tangentmedical.com.

NRC Community Garden Space Available

Submitted by Hollie Frye, Compliance Specialist & NRC Spark Plug

**IF YOU LIKE TO GARDEN.....
WE HAVE JUST THE SPACE
FOR YOU!!!!**

The Spark Plugs are coordinating with the Employees Association to start an NRC Community Garden. It is a chance for the staff to have some fun in

the sun and get their hands dirty. There is a piece of land that Maintenance is willing to till and fertilize for us. Anybody interested in having a plot for their own garden, please e-mail Ryan Sukup or Doug Moats for more information.



Keep a Garden Record Book — Thomas Jefferson Did

From USDA.gov

"I wish I could remember the name of that great tomato I planted two years ago. I tossed the seed pack, though, and can't find my order form."

Sound familiar? Keep records. That's hardly new advice. Thomas Jefferson's Garden Book is fascinating reading because America's greatest gardener was an avid record keeper. If you haven't read this book, do it soon. It's a must for all gardeners.

You, too, can have a garden book. It may not go down in history, but it will be helpful over the years to come. Enter the name of each variety, the seed source, lot number (if available), date planted and date harvested. Write down your evaluation of the crop, too.

Keep records on chemicals used, fertilizer analysis and anything of personal interest. All of these notes will help you plan next year's garden a little more efficiently.

Your garden record headings might look something like this:



Adaptability area. Did it grow? Some varieties do well in either north or south areas of the state, but not both. Others may do well in both areas. The microclimate (the plant's immediate vicinity) may also affect the success of a particular variety.

Earliness. When did it grow? The number of days from planting to maturity can vary considerably from one variety to another. You can use successive planting of the same variety or several varieties of different maturity dates at the same time to extend the harvest season.

Maturity. How long did it grow? Some tomato varieties (determinate) set one crop, and the plant is through when you harvest the crop. Others (indeterminate) can keep producing over time if you properly care for the plants and then pick the fruit as it matures.

Productivity. How much did it produce? With the same care, some varieties

yield much more than others. Usually, hybrids outyield non-hybrids.

Quality. Was it good? Varieties differ greatly in flavor, texture, keeping ability and adaptability to canning and freezing. How you will use it may influence the variety you choose.

Disease resistance. What type of problems did I have growing it? Some varieties resist leaf- and soil-borne diseases and nematodes. Resistance is important where these problems are known to exist or where you haven't taken proper prevention measures. Your county Extension Service office can be a source for recommended varieties.

Jefferson was the master plantsman and gardener. You can follow in his footsteps by keeping a detailed record of your gardening accomplishments.

Wayne McLaurin is an Extension Service horticulturist with the University of Georgia College of Agricultural and Environmental Sciences.

DHHS - NORFOLK REGIONAL CENTER

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The Source is an employee newsletter written by the employees and published monthly for the employees within the Norfolk Regional Center. Articles and ideas for publication are always welcome and can be forwarded to any member of the Editorial Board.

It is the policy of the Editorial Board to attempt to print any article that does not attack another person. The Editorial Board reserves the right to edit articles for size and content. Articles sent to the Editorial Board must be signed, but the writer may request to have their name withheld. Please contact us with submissions for the next edition, and with your comments on the newsletter!

NRC Editorial Board

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Susie Kohlhof - 370.4313

Marilyn Stromberg - 370.3142



Squirmy Jelly Worms — Kids Love ‘Em!

Submitted by Marilyn Stromberg, DHHS Scheduling Coordinator

SQUIRMY JELLY WORMS

- (2) 3-oz. pkgs. raspberry jello
- 1 pkg. unflavored gelatin (for extra firmness)
- 3/4 cup whipping cream
- 3 cups boiling water
- 15 drops green food coloring
- 100 flexible straws (or enough to fill your container)
- Tall container (1 quart or 1-liter carton of milk)



Combine gelatin in bowl and add boiling water. Let it cool to lukewarm and then add the whipping cream and 15 drops green food coloring. Gather your straws (don't forget to flex them out) and put them in the container. It's important the straws have a tight fit so the jello stays in the straws. For this reason, a 1 liter carton may work better; you will probably get longer worms since there is a tighter fit. If you have a bigger container, a rubber band around the straws is helpful. Or you could just add more straws to fill the container. Add the gelatin mixture to the straw-filled container and let it set until firm. There are multiple ways you can remove the worms from the straws. You can roll a rolling pin over them and squeeze them out, or you can hold the straws over warm water, and the worms will slip right out.